

Corporate Career Development

In today's modern workplace companies and organisations must lead and develop their workforce in order to maximise their return from this major resource. To ignore training and career development is simply "bad business management", leading to staff turnover, disconnect and lack of a team vision.

Training and career development are two separate components of workplace learning and it is career development that is often neglected, however one compliments the other in a dynamic and interdependent workplace strategy.

Since 1991 ACMA has assisted numerous organisations (small, large, listed and unlisted) to implement targeted career development programs that are designed to engage, inform and assist employees to manage their careers. Programs are tailored to both the organisation's objectives and the individual's aspirations, marrying them into a satisfied and focused employee equipped with the knowledge and tools to actively contribute to the corporate and common good.

Career development is vital for people to understand their potential value to the organisation and/or industry sector. Building 3, 5 and 10 year career plans develops a vision that enables career pathways to be built and provide for better workforce resource planning. Individual employees and human resource managers can then plan for additional training or qualifications needed to fulfill these career plans, and therefore ensure an ongoing supply of skilled people ready to be utilised as needed.

It is not all about hard skills. The current team based workplace thrives on employees with good soft skills and this applies to all levels of personnel. In this 21st century people in general are better educated, more complex and demand a sophisticated level of interaction with peers, managers and customers.

Career development programs address both hard and soft skills, with EI (Emotional Intelligence) being a critical component. A highly skilled employee (any level) with poor EI can be a disaster in a team environment, which is manifest in recent cases of bullying, stress and other ailments that afflict the current workplace.

The good news is that EI skills can be learned. Once identified as an area of concern in the initial assessment process (or perhaps noted by a concerned HR manager) strategies can be designed to address an employee's emotional intelligence and general interaction within the workplace, often with overflow benefits into the person's personal relationships.

Career development programs are holistic in assisting the total person, not simply improving a set of skills. This not only assists the individual, but also the organisation can avoid workplace problems that can adversely affect productivity and at worst result in litigation etc.

Using intensive career management techniques people learn to understand themselves, their skills, personality and potential...more importantly they develop an understanding of their value to the company, organisation and sector.

People actually want to contribute and perform well in their jobs. The confusion occurs when they lack an understanding of the prospects with their employer, and have little or no concept of their career pathway in the foreseeable future.

Career development programs will give employees the vision and competencies to grow professionally and personally. The career management consultant becomes a mentor to ensure that the corporate goals of the program are achieved within the context of facilitating both career and personal growth of all participating employees.

Empowered employees are productive employees!